REPORT RESUMES

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PROBLEMS AND ISSUES IN THE ADMINISTRATION OF COLLEGE AND UNIVERSITY COUNSELING SERVICES. FINAL REPORT.

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A QUESTIONNAIRE SURVEY WAS CONDUCTED OF ALL (1,155) 4-YEAR INSTITUTIONS OF HIGHER LEARNING IN THE UNITED STATES TO IDENTIFY PROBLEMS AND ISSUES OF COUNSELING SERVICES ADMINISTRATION. THE RESULTS OF THIS SURVEY, BASED ON AN OVERALL RESPONSE OF 54 PERCENT, WERE CATEGORIZED BY (1) COUNSELOR-STUDENT RATIO, (2) COMMITMENT OF COUNSELOR DIRECTOR'S TIME, (3) NUMBER OF CLIENT INTERVIEWS PER FULL-TIME COUNSELOR, (4) FUNCTIONS OF COUNSELING, AND (5) SALARIES OF COUNSELING STAFF. MANY OF THE RESPONDING INSTITUTIONS (31 PERCENT) INDICATED THAT THEY HAD NO COUNSELING SERVICE PROGRAM. SCHOOLS WITH SUCH A PROGRAM AND THEIR COUNSELING SERVICE ADMINISTRATORS WERE LISTED IN THE REPORT. (RS)

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U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
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FINAL REPORT

PROBLEMS AND ISSUES IN THE ADMINISTRATION OF COLLEGE AND UNIVERSITY COUNSELING SERVICES

U. S. Office of Education

Grant # OE -5-10-302

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FINAL REPORT

TO

U.S. Office of Education, Grant # OE 5-10-302

The objectives of this project were 1) to identify the issues and problems that are of concern to counseling service administrators in colleges and universities. 2) to obtain information from counseling service administrators about individual solutions and attitudes toward these problems and issues. 3) to identify institutional and situational variables that relate to differences in administrative practices related to the relevant problems and issues. 4) to publish results in journal articles and mimeographed materials.

The project consisted of five steps:

Step I. Identification of the Issues and Preparing for the Survey

Step I had three parts:

Part 1. Identification of Issues. Tapes from the Counseling Administrators Conference of 1964 were abstracted, and the important issues and individual problems were identified. Variables that related to these issues were also listed. From this, questions that seemed worthy of further study were abstracted.

Part 2. Developing Further Questions. A preliminary survey was constructed and was sent to the following key counseling directors for comment; Dr. Ralph Berdie, Dr. Allen Ivey, Dr. Stanley Segal, Dr. William Gilbert, Dr. Clay Gerken.

In addition, Dr. Thomas Magoon was brought into the project. He is chairman of a committee established by APGA to develop a continuing study of characteristics of counseling services and was preparing a survey.. He delayed the work of this committee so that continuing study could be based on this survey, and contributed many comments about the survey as it existed.

Part 3. Compilation of a Directory of Counseling Administrators. A questionnaire was sent to the president of each college or university in the United States requesting the name of the director of the counseling service if such existed. Contact was made directly with the counseling director where his name was available from the 1964 survey. The directory compiled appears as Appendix I and was used as a mailing list for the eventual survey.

Step II. Construction of the Survey

The preliminary questionnaire was subjected to thorough analysis. The length appeared to be such as to limit the potential sample size, so a new format was developed shortening the survey while retaining the core information. A new survey was created. This check list format allowed inclusion of a large number of variables, and takes little of the recipient's time. It is recommended as a technique for consideration in future survey research. The final form of the survey appears in Appendix II.

Step III. Gathering Data, Compiling and Analyzing Results.

Part 1. The survey was mailed to the counseling directors on the list. In addition, it was sent to those institutions that had not replied addressed to "Director of Counseling." A second and third letter were sent to those not replying immediately. Time limitations prevented further follow up, but the sample finally obtained was sufficiently large to allow interpretation of the results in broad statements generally applicable to counseling across the United States.

Part 2. Tabulation and Analysis of Results. The data was punched in complete form into IBM cards, and the first level of tabulations were completed. This information is reported in the following section headed Results.

Step IV. Preparation and Communication of Results.

A brief summary of the results (Appendix III) will be forwarded to the participants in the survey. A report of the results and their implications for counseling administration will be made at the Counseling Directors Conference of 1966. The data cards and a copy of this report will be provided to the APGA committee as a base for the Data Bank to be established by Dr. Thomas Magoon. An article summarizing these results will be prepared and presented for publication in a professional journal.

Step V. This report is the final step in the project, presenting the results of the project for the U. S. Department of Health, Education and Welfare, Office of Education.

RESULTS

A first questionnaire was mailed to 1155 presidents of institutions of higher learning in the United States. It asked whether the institution had a counseling service, and if so, requested the name of the director. Seventy-five per cent of institutions responded.

In general, the larger the institution, the greater the likelihood that they responded. It is likely that failure to respond is correlated with the lack of a service since, if a service were present, it would be a simple matter to indicate its director.

Many of the institutions responding "No" reported that they were either considering a service or were establishing a counseling service. Others presented voluminous data on the amount of counseling by dormitory residents and other faculty. A few reported on their faculty advising system rather than a counseling service.

RESPONSE TO QUESTIONNAIRE ASKING WHETHER A COUNSELING SERVICE WAS AVAILABLE ON CAMPUS

Enrollment of Institutions

	1000		1-1999		2-2999		3-3999		4-4999		5-5999		6-10000		10000+	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Not Responding	196	41	30	12	5	5	29	36	8	16	10	27	4	5	4	5
Responded No	129	27	83	33	28	26	8	10	4	8	4	11	7	9	3	4
Responded Yes	153	32	135	54	74	69	43	54	38	76	23	62	63	85	74	91
TOTAL	478		248		107		80		50		37		74		81	

The survey that was eventually sent to the counseling directors was as short as possible, but still required considerable effort on the part of the administrator that filled it out. Two follow-up letters were sent to individuals failing to respond. Time limitations prevented further follow up. Overall response to the survey was fifty-four per cent.

RESPONSE TO THE SURVEY

Enrollment of Institutions

	1000		1-1999		2-2999		3-3999		4-4999		5-5999		6-10000		10000+	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Not Responding	73	48	55	41	45	61	20	47	20	53	6	26	24	38	33	45
Responding	80	52	80	59	29	39	23	53	18	47	17	74	39	62	41	55
TOTAL	153		135		74		43		38		23		63		74	

THE AVAILABILITY OF COUNSELING SERVICES ON COLLEGE CAMPUSES

The first survey asked whether the institution had a counseling service and, if so, requested the name of the director. As an estimate, at least three-fourths of institutions of higher learning have a counseling service. As expected, the size of the institution is an important factor in whether or not it has a counseling service.

SIZE OF INSTITUTION AND COUNSELING FACILITIES

Size of Institution	YES		NO		
	N	%	N	%	Total N
1 0-1000	153	54	129	46	282
1001-1999	135	62	83	38	218
2000-2999	74	73	28	27	102
3000-3999	43	84	8	16	51
4000-4999	38	90	4	10	42
5000-5999	23	85	4	15	27
6000-9999	63	90	7	10	70
Over 10000	74	96	3	4	77
Totals:	603		266		869

A test of the significance of the differences between the presence and absence of counseling facilities yielded a χ^2 value = 126.61 which for 7 degrees of freedom is signiffcant beyond the .001 level of confidence.

Size is probably even more highly related to the presence of a counseling facility than this table indicates. The institutions that failed to answer either a first letter or a follow-up letter also tended to be the smaller institutions.

AREA OF THE COUNTRY AND COUNSELING FACILITIES

There appears to be no significant relationship between the area of the country in which a school is located and whether or not the institution has a counseling service.

AREA OF THE COUNTRY AND PRESENCE OR ABSENCE OF COUNSELING FACILITIES

Area	Yes	No	Totals
Northeast	152	90	242
Midwest	112	46	158
Central	53	17	70
Mountain	30	6	36
West Coast	67	28	95
Southwest	53	15	68
South	57	28	85
Mid-Atlantic	79	36	115
Totals:	603	266	869

While the brakdown of the United States into these regions is arbitrary, it is not without rationale. Rather than adhering to the traditional geographical breakdown, it was felt much more advisable to group adjacent states into a block which were similar in educational character. The areas include the following states:

Northeast: Maine, Vermont, New Hampshire, Massachusetts, Connecticut, New York, New Jersey, Rhode Island, Pennsylvania, Maryland, Washington, D. C., and Delaware.

Midwest: Ohio, Michigan, Indiana, Illinois, Wisconsin, and Minnesota.

Central: Iowa, Missouri, Kansas, Nebraska, Colorado.

Mountain: Utah, Wyoming, Montana, North Dakota, South Dakota, Nevada, and Idaho.

West Coast: Washington, Oregon, California, and Hawaii

Southwest: Arizona, New Mexico, Oklahoma, Texas

South: Arkansas, Louisiana, Mississippi, Alabama, Georgia, South Carolina.

Mid-Atlantic: Kentucky, West Virginia, Tennessee, North Carolina, Virginia, and Florida.

EDUCATION AND PROFESSIONAL AFFILIATION OF COUNSELING CENTER DIRECTORS

The majority of counseling directors responding to the survey hold the doctor's degree, and most of these have a PhD. A number, however, hold only the master's degree, and three directors indicate that they have only a bachelor's degree. Size of school is definitely related to the type of degree of the counseling director. With increasing size, the director is more likely to hold the doctorate, and with increasing size, that doctorate is more likely to be a PhD.

DEGREE OF COUNSELING DIRECTOR AND SIZE OF INSTITUTION

SIZE	PhD		EdD		Master		Bachelor	
	No.	%	No.	%	No.	%	No.	%
Less than 1000	14	27	13	25	23	44	2	4
1000-4999	64	44	34	24	46	32	0	0
5000-9999	24	44	21	38	10	18	0	0
10000-14999	14	64	6	27	2	9	0	0
15000-19999	4	80	1	20	0	0	0	0
Greater than 20000	6	60	2	20	1	10	1	10
TOTALS:	126		77		82		3	

Number and per cent of counseling directors according to size of institution who hold PhD., EdD., Master or Bachelor Degrees.

TYPE OF INSTITUTION AND DEGREE OF COUNSELING DIRECTOR

	PhD		EdD		Master		Bachelor	
	No.	%	No.	%	No.	%	No.	%
Public	65	44	54	36	29	19	1	1
Private	35	45	12	15	30	38	1	2
Religious	26	43	11	18	23	38	1	2

Number and per cent of counseling directors according to types of institutions who hold PhD., EdD., Master, and Bachelor Degrees

AREA OF THE COUNTRY AND DEGREE OF DIRECTOR

The South is least likely to have a PhD as director and is most likely to have a master's degree director.

	PhD		EdD		Master		Bachelor	
	No.	%	No.	%	No.	%	No.	%
Northeast	30	51	10	17	17	29	2	3
Midwest	28	45	15	24	19	31	0	0
Central	11	33	11	33	11	33	0	0
Mountain	9	41	7	32	6	27	0	0
West Coast	21	58	8	22	6	17	1	3
Southwest	6	23	11	42	9	35	0	0
South	5	20	8	33	11	46	0	0
Mid-Atlantic	16	62	7	27	3	12	0	0

Number and per cent of counseling directors within geographical areas who hold PhD., EdD., Master or Bachelor Degrees.

EDUCATION AND PROFESSIONAL AFFILIATION OF COUNSELING CENTER STAFF

The majority of counseling center staff have a master's degree. Two separate factors appear to be operating here. In institutions with less than 1000 students, and those with one to five thousand students, the staff members with master's degrees are probably employed as counselors. Over sixty per cent of these hold the master's degree. Almost ten per cent have only a bachelor's degree.

In the largest institutions, there are also large numbers of master's and bachelor's degrees working as counselors. These, however, are not as likely to be long-term employees. Many may be graduate students in training for advanced degrees, working in the counseling centers on assistantships.

The middle group of institutions includes many with permanent staff with master's degrees and some with training programs and graduate assistantships. These institutions also have a higher number of EdD's as staff. The teachers colleges, focusing on education and training of teachers, or the new universities that have been only recently teachers' colleges are likely to fall in this size category and seem to be more likely to employ EdD's.

TYPE OF DEGREE OF COUNSELING STAFF AND SIZE OF INSTITUTIONS

SIZE	PhD		EdD		Master		Bachelor	
	No.	%	No.	%	No.	%	No.	%
Less than 1000	18	26	1	1	46	66	5	7
1000-4999	55	19	31	11	166	59	31	11
5000-9999	52	32	22	14	77	48	10	6
10000-14999	59	43	18	13	54	39	6	4
1500-19999	23	42	1	2	30	55	1	2
Greater than 20000	64	40	6	4	72	45	18	11

The type of degree held by staff is not significantly related to the type of institution. The South is again most likely to have Master's or Bachelor's level staff and least likely to have PhD staff.

AREA OF THE COUNTRY AND TYPE OF DEGREE OF COUNSELING STAFF

	PhD		EdD		Master		Bachelor	
	No.	%	No.	%	No.	%	No.	%
Northeast	42	29	11	7	74	50	20	14
Midwest	69	27	17	7	152	59	19	7
Central	22	34	8	12	32	49	3	5
Mountain	14	25	9	16	29	52	4	7
West Coast	83	41	15	7	80	40	24	12
Southwest	16	30	5	9	29	55	3	6
South	4	10	5	13	24	60	7	18
Mid-Atlantic	21	34	7	11	30	48	4	6

The American Personnel and Guidance Association appears to be the primary professional organization for counseling directors. A very high per cent of those with a PhD, however, belong to APA, and this category has the lowest per cent of APGA members. Leaving these items blank would indicate membership in neither organization. Very few doctoral level individuals have failed to join either organization, while about a fourth of the master's level people have not joined either professional society.

DEGREE OF COUNSELING DIRECTOR AND PROFESSIONAL IDENTIFICATION

	APA		APGA		APA & APGA		NO RESPONSE	
	No.	%	No.	%	No.	%	No.	%
PhD	101	80	85	67	64	51	4	3
EdD	37	48	64	83	30	39	6	8
Master	14	17	58	71	10	12	20	24
Bachelor	1	33	2	66	0	0	0	0

Counseling Center Staff, like the directors, appear to identify most strongly with APGA as a professional organization, with the exception of those holding PhD's. Seventy per cent of PhD's are members of APA. A larger proportion of staff than directors holding doctorates are not indicated as having membership in either organization, and almost half of the master's level counselors are not members of either organization, Since a "Don't Know" category was available on the form, a blank space should indicate lack of membership. Again, many, but by no means all, of the master's level people may be students in training and would not, as yet, have joined a professional organization.

	APA		APGA		APA & APGA		NO RESPONSE	
	No.	%	No.	%	No.	%	No.	%
PhD	190	70	108	40	80	30	52	19
EdD	37	46	49	60	20	25	16	20
Master	77	15	198	39	28	6	222	44
Bachelor	1	1	12	10	1	1	61	49

Number and per cent of counseling staff according to degree categories who belong to APA, APGA or both.

SALARY PATTERNS FOR COUNSELING DIRECTORS

Almost all counseling directors are paid on a twelve month basis. For the few who were not, twenty per cent was added to the nine month salary. The nine-month salaries were not particularly high compared with those of twelve-month appointees.

There is a great deal of variability in salaries paid to directors. The very highest salaries are paid to directors holding the PhD. These directors tend to be in public institutions, and in the larger institutions. The lowest salaries to PhD's are to those in religious institutions. Salaries for EdD's tend to be slightly lower than those for PhD's, however, this seems to be more a function of greater numbers of PhD's being hired by larger institutions. There is almost total overlap of salaries within institutional size, with larger institutions tending to pay higher salaries.

Master's level directors are paid considerably lower salaries than are holders of the doctorate. Salaries in the South appear lower than those in other parts of the United States, although there are other minor regional differences.

Degree of Counseling Director and Salary

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	8	15	14	19	16	19	11	4		1	1		1
Ed.D.		1	1	3	7	11	14	16	6	7	6					
Master		4	14	14	17	8	5	3	2	5	1					
Bachelor	2							1								

Salaries for Counseling Directors within Public Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	6	6	11	13	10	7	3		1	1		1
Ed.D.				1	4	8	9	15	6	3	5			1		
Master			6	2	7	4	2	1	2	2	1					
Bachelor								1								

Salaries for Counseling Directors within Private Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				4	6	3	5	2	6	2	1					
Ed.D.		1			1		3	1		4						
Master		2	4	7	5	3	2	1		2						
Bachelor	1															

Salaries for Counseling Directors within Religious Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	3	3	5	3	1	3	2						
Ed.D.			1	2	2	3	2									
Master		2	4	5	5	1	1	1		1						
Bachelor	1															

Salaries for Counseling Directors in the Northeast

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3		4	4	3	4	4	2					1
Ed.D.					1	3	2	3	1							
Master	2	2	1	2	2	1	1	1	2	1						
Bachelor	2															

Salaries for Counseling Directors in the Midwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				2	5	3	3	1	4	4				1		
Ed.D.					1	3	2		2	2	4			1		
Master				5	7	2	2			1						
Bachelor																

Salaries for Counseling Directors in the Central States

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					2	2		1	3		1					
Ed.D.			1	1	1		2	1	2	1	1					
Master			3	1	2	1		1		1						
Bachelor																

Salaries for Counseling Directors in the Mountain States

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1		2	1	3			1					
Ed.D.						1	2	2		1						
Master			1	1	2		1									
Bachelor																

Salaries for Counseling Directors on the West Coast

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					2	1	6	3	4	3						
Ed.D						1	3	3	1							
Master			2	2						1						
Bachelor								1								

Salaries for Counseling Directors in the Southwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					1	1		2	1				1			
Ed.D.				1		1	2	3		2	1					
Master		1		3	2	1		1	1							
Bachelor																

Salaries for Counseling Directors in the South

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	2		1	1								
Ed.D.				1	1	2		3								
Master			6	1	2	1	1									
Bachelor																

Salaries for Counseling Directors in the Mid-Atlantic States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	3	1	4	2	3							
Ed.D.		1			2		1	1		1						
Master		1				1										
Bachelor																

Salaries for Counseling Directors in Institutions of Less Than 1,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				2	4	1		3	2							
Ed.D.		1	1	1	1	2	3	1		1						
Master		2	3	4	5			2		1						
Bachelor		2														

Salaries for Counseling Directors within Institutions of 1,000 to 4,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				7	10	9	8	6	7	4	1					
Ed.D.				2	4	8	7	6	1	2	1					
Master		2	9	8	10	8	3		1	2	1					
Bachelor																

Salaries for Counseling Directors within Institutions of 5,000 to 9,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					1	3	6	5	4	3	1					
Ed.D.					1	1	1	7	3	2	4			1		
Master			2	2	2		2	1	1							
Bachelor																

Salaries of Counseling Directors within Institutions of 10,000 to 14,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.							4	1	4	3	1					1
Ed.D								2	1	2	1					
Master										2						
Bachelor																

Salaries for Counseling Directors in Institutions with Greater than 15,000 Enrollment

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.								1	2					1		
Ed.D.							1									
Master																
Bachelor																

Salaries for Counseling Center Staff

Counseling staff are paid on either a nine- or twelve-month appointment. Theoretically, there should be a difference between salaries for differing appointments of at least nine elevenths. In fact, the difference between the distributions of nine-month and of twelve-month salaries showed less difference than this. The very highest salaries are being paid to nine-month appointees. As expected, from the previous data, [illegible]

Ph.D.'s make the highest salaries, Ed.D's second, with master's and bachelor's degrees are making lower salaries in that order. Many individuals with master's degrees are clearly making salaries of a professional level, overlapping to a very considerable extent the salaries of doctoral staff. This overlap would become even more evident if the low salaries of students in training were removed from these tables.

Salaries for Counseling Staff

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			4	11	20	42	18	11	9	1						
Ed.D.			2	4	15	2	4	4	4	1						
Master	20	39	40	75	33	30	9	4	2	1						
Bachelor	15	21	7	6	8											

Salaries for Counseling Staff within Public Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			4	2	17	37	10	6	7	1	1					
Ed.D.			1	3	14		4	4	4	1						
Master	8	25	22	53	23	22	5	1	2		1					
Bachelor	8	18	2	5	1		1									

Salaries for Counseling Staff within Private Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				8		3	4	3	2	1						
Ed.D.						2										
Master	6	11	12	11	5	4	1	2								
Bachelor	2	2	3	1	2											

Salaries for Counseling Staff within Religious Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	3	2	4	2								
Ed.D.			1	1	1											
Master	6	3	6	11	5	4	3	1								
Bachelor	5	1	2													

Salaries for Counseling Staff in the Northeast

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	3	8	3	3	1		1					
Ed.D.			1	1	1	2										
Master	4		8	8	10	4	1	1								
Bachelor	1	3		1												

Salaries for Counseling Staff in the Midwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	1	3	3	4	4	3	1						
Ed.D.				1	1	5		3	3	1						
Master	2	12	13	17	10	3		2		1						
Bachelor	1	4	1	1	2											

Salaries for Counseling Staff in the Central States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						6	1	1	3							
Ed.D.					1	2	1	1								
Master		3	2	7	5	2										
Bachelor			1	1												

Salaries for Counseling Staff in the Mountain States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	5	3	2									
Ed.D.				1	3		2									
Master			3	7	2											
Bachelor	2															

Salaries for Counseling Staff on the West Coast

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	2		6	7	12	5		1							
Ed.D.					4	2	1									
Master		3	7	16	4	7	3	1								
Bachelor	4	6	1	1												

Salaries for Counseling Staff in the Southwest

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		7	3	6	6	2	1	1	1							
Ed.D.									1							
Master	4	1	1	6	6	2	1	1								
Bachelor		1	2													

Salaries for Counseling Staff in the South

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						2										
Ed.D.					3	1										
Master	3	8		7	1											
Bachelor	1			7												

Salaries for Counseling Staff in the Mid-Atlantic States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1			1	4										
Ed.D.				1	2	1										
Master	6		4	7	1	1										
Bachelor	1		1	1	1											

Salaries for Counseling Staff within Institutions of Less than 1,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						2										
Ed.D.																
Master	3	6	3		3	1		5								
Bachelor		1	1	1												

Salaries for Counseling Staff within Institutions of 1,000 to 4,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1		3	1	4	4	3	4	1						
Ed.D.			1	1	2	4	1	1	2							
Master	7	18	13	22	9	12	6	1		1						
Bachelor	7	4	2	1	3											

Salaries for Counseling Staff within Institutions of 5,000 to 9,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	5	8	4	3	1							
Ed.D.				1	6	3	2	1								
Master	2	8	12	10	6	5	1	1								
Bachelor	1	3	7	2												

Salaries for Counseling Staff within Institutions of 10,000 to 14,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	1		3	1	11	3	2	4		1					
Ed.D.				1	5	5	2	1	2	1						
Master	5	2	5	15	6	1		1								
Bachelor	1	1	1	1												

Salaries for Counseling Staff within Institutions of 15,000 to 19,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	6	4	2									
Ed.D.				1												
Master	1		4	9	4	3			2							
Bachelor																

Salaries for Counseling Staff within Institutions of Greater than 20,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	1	1	1	8	13	4	2								
Ed.D.					2	1		1								
Master		4	3	14	5	7	1									
Bachelor	1	12		1												

Salaries for Counseling Staff

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	8	24	23	11	18	5	1	1	1	1				
Ed.D.			3	6	9	4	10	1								
Master	18	18	30	19	13	8	1	1								
Bachelor	7	1	3	1			1									

Salaries for Counseling Staff within Public Institutions

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			7	19	17	4	17	4	1	1	1	1				
Ed.D.			1	5	9	4	10									
Master	13	9	23	12	12	7	1	1								
Bachelor	2	1	1	1												

Salaries for Counseling Staff within Private Institutions

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1		4		2										
Ed.D.			2	1				1								
Master	1	3	3	3		1										
Bachelor	2		1													

Salaries for Counseling Staff within Religious Institutions

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	6	5	1	1								
Ed.D.																
Master	4	9	4	4	1											
Bachelor	3		1													

Salaries for Counseling Staff in the Northeast

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3	2	1	6	1			1					
Ed.D.			1	1		1										
Master	1	2	6	3	2	2										
Bachelor			2													

Salaries for Counseling Staff in the Midwest

9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	3	1	2	3									
Ed.D.					1											
Master	5	7	3	8	3	3										
Bachelor	2	1	1													

Salaries for Counseling Staff in the Central States

9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	2	3										
Ed.D.			2													
Master	2	3	2	1												
Bachelor																

Salaries for Counseling Staff in the Mountain States

9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1		1										
Ed.D.				1	1											
Master	3	3	2	3	1	3										
Bachelor	1															

Salaries for Counseling Staff on the West Coast

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			5	12	11	4	8	4	1	1						
Ed.D.					5	1										
Master	4	1	11	3	7	2	1	1								
Bachelor	1			1			1									

Salaries of Counseling Staff in the Southwest

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	1		3	2										
Ed.D.				1	2	1										
Master	1		3			1										
Bachelor																

Salaries of Counseling Staff in the South

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	1											
Ed.D.				1		1										
Master		2	1													
Bachelor	1															

Salaries for Counseling Staff in the Mid-Atlantic States

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3	1		1									
Ed.D.				2				1								
Master	2	2	2	1												
Bachelor																

Salaries for Counseling Staff within Institutions of Less than 1,000 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	2	3	3	3										
Ed.D.			1													
Master	1	3	5	6	1											
Bachelor																

Salaries for Counseling Staff within Institutions of 1,000 to 4,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	4	3	4	2	1								
Ed.D.			1	5	2	3										
Master	5	9	7	9	4	3										
Bachelor	3	1	2													

Salaries for Counseling Staff within Institutions of 5,000 to 9,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	6	6	3	6									
Ed.D.			1	1	5	1		1								
Master	6	2	9	1	5	3	1	1								
Bachelor	1															

Salaries for Counseling Staff within Institutions of 10,000 to 14,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	10	7	1	8	2	1		1					
Ed.D.					2											
Master	3	4	4	2	1	2										
Bachelor				1			1									

Salaries of Counseling Staff within Institutions of 15,000 to 19,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	3		2	2		1						
Ed.D.																
Master		1	2	1	1											
Bachelor																

Salaries for Counseling Staff within Institutions Greater than 20,000 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1		1											
Ed.D.																
Master	3	2	3		1											
Bachelor	1		1													

TIME BREAKDOWN OF THE COUNSELING DIRECTOR

Counseling

Very few counseling directors, including those in the smallest institutions, serve full time as counselors. The most frequent time commitment to counseling was fifty per cent. This occurs in institutions up to a student enrollment of 10,000. Above this figure, directors spend less time in counseling.

The mode at fifty per cent, however, is not really descriptive of the time breakdown of individual directors. Most directors listed some other time commitment, and these scattered all over the scale. While many directors spend very little time in counseling, the great majority clearly see counseling as one of their duties, and many directors, even in larger institutions, spend considerable time in this activity.

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS
IN INSTITUTIONS UNDER 1000 ENROLLMENT

N	MEAN	STANDARD DEVIATION
52	52.28	21.480

PER CENT OF TIME	FREQUENCY	RELATIVE FREQUENCY
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	2	.04
15 TO 20	0	.00
20 TO 25	3	.06
25 TO 30	1	.02
30 TO 35	4	.08
35 TO 40	1	.02
40 TO 45	5	.10
45 TO 50	0	.00
50 TO 55	18	.35
55 TO 60	2	.04
60 TO 65	1	.02
65 TO 70	3	.06
70 TO 75	1	.02
75 TO 80	6	.12
80 TO 85	1	.02
85 TO 90	0	.00
90 TO 95	1	.02
95 TO 100	3	.06

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS IN INSTITUTIONS FROM 1000 TO 4999 ENROLLMENT

N	MEAN	STANDARD DEVIATION
143	46.79	24.315

PER CENT OF TIME	FREOUENCY	RELATIVE FREQUENCY
0 TO 5	5	.00
5 TO 10	2	.01
10 TO 15	8	.06
15 TO 20	4	.03
20 TO 25	9	.06
25 TO 30	7	.05
30 TO 35	10	.07
35 TO 40	1	.01
40 TO 45	14	.10
45 TO 50	2	.01
50 TO 55	32	.22
55 TO 60	3	.02
60 TO 65	12	.08
65 TO 70	0	.00
70 TO 75	10	.07
75 TO 80	7	.05
80 TO 85	7	.05
85 TO 90	1	.01
90 TO 95	6	.04
95 TO 100	3	.02

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS IN INSTITUTIONS FROM 5000 TO 9999 ENROLLMENT

N	MEAN	STANDARD DEVIATION
53	42.32	22.124

PER CENT OF TIME	FREQUENCY	RELATIVE FREQUENCY
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	4	.08
15 TO 20	1	.02
20 TO 25	8	.15
25 TO 30	7	.13
30 TO 35	3	.06
35 TO 40	1	.02
40 TO 45	4	.08
45 TO 50	1	.02
50 TO 55	9	.17
55 TO 60	1	.02
60 TO 65	3	.06
65 TO 70	0	.00
70 TO 75	3	.06
75 TO 80	4	.08
80 TO 85	4	.08
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS IN INSTITUTIONS FROM 10000 TO 14999 ENROLLMENT

N	MEAN	STANDARD DEVIATION
23	27.95	16.601

PER CENT OF TIME	FREQUENCY	RELATIVE FREQUENCY
0 TO 5	1	.04
5 TO 10	2	.09
10 TO 15	2	.09
15 TO 20	1	.04
20 TO 25	3	.13
25 TO 30	3	.13
30 TO 35	4	.17
35 TO 40	1	.04
40 TO 45	0	.00
45 TO 50	1	.04
50 TO 55	4	.17
55 TO 60	0	.00
60 TO 65	1	.04
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS IN INSTITUTIONS FROM 15000 TO 19999 ENROLLMENT

N	MEAN	STANDARD DEVIATION
4	30.00	23.094

PER CENT OF TIME	FREQUENCY	RELATIVE FREQUENCY
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	2	.50
15 TO 20	0	.00
20 TO 25	0	.00
25 TO 30	0	.00
30 TO 35	0	.00
35 TO 40	0	.00
40 TO 45	0	.00
45 TO 50	0	.00
50 TO 55	2	.50
55 TO 60	0	.00
60 TO 65	0	.00
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS
IN INSTITUTIONS FROM 19999 TO MORE ENROLLMENT

N	MEAN	STANDARD DEVIATION
9	7.77	10.438

PER CENT OF TIME	FREQUENCY	RELATIVE FREQUENCY
0 TO 5	3	.33
5 TO 10	4	.44
10 TO 15	1	.11
15 TO 20	0	.00
20 TO 25	0	.00
25 TO 30	0	.00
30 TO 35	1	.11
35 TO 40	0	.00
40 TO 45	0	.00
45 TO 50	0	.00
50 TO 55	0	.00
55 TO 60	0	.00
60 TO 65	0	.00
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

Teaching

Counseling directors at even the smallest colleges are not teachers assigned parttime to the role as director. Even in institutions with an enrollment of less than 1000, about half do no teaching at all, and almost all are scheduled less than one third time as teachers. In schools ranging from one to ten thousand, about a third of directors do no teaching and the rest teach less than half time. In larger institutions, almost none teach over one fourth time.

TEACHING COMMITMENT OF COUNSELING DIRECTORS

Size of Institution	N	Mean	Standard Deviation	% Indicating No Teaching
Less than 1000	52	12.67	16.83	46
1000 to 4999	143	17.31	19.23	38
5000 to 9999	53	15.33	15.80	35
10,000 to 14,999	23	12.52	10.24	21
15,000 to 19,999	4	8.75	6.29	25
20,000 and Up	9	8.22	8.20	33

Staff Meetings

Almost all directors indicate that less than 15 per cent of their time is utilized in staff meetings.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR STAFF MEETINGS

Size of Institution	N	Mean	Standard Deviation	% Indicating No Staff Meeting
Less than 1000	51	4.11	4.15	51
1000 to 4999	143	3.86	3.91	49
5000 to 9999	53	4.88	3.80	39
10,000 to 14,999	23	7.78	4.38	09
15,000 to 19,999	4	6.50	2.65	25
20,000 and Up	9	9.55	6.39	22

Committee Meetings

Almost all directors indicated that committee meetings took up less than 15 per cent of their time. More directors in the smaller institutions indicated that they used no time for committee meetings.

TIME COMMITMENT OF COUNSELING DIRECTORS TO COMMITTEE MEETINGS

Size of Institution	N	Mean	Standard Deviation	% Indicating No Committee Time
Less than 1000	51	6.33	6.06	37
1000 to 4999	143	4.57	5.45	48
5000 to 9999	53	4.49	4.19	45
10,000 to 14,999	23	6.17	4.66	22
15,000 to 19,999	4	5.75	4.19	25
20,000 and Up	9	8.00	5.57	22

Supervising Students

The majority of counseling directors do not supervise students, although a few directors, even in the smallest institutions indicate that this is part of their duties. Unfortunately, there is no way of differentiating supervision of permanent staff who also happen to be students from these figures. A future study should request information about staff supervision.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR SUPERVISING STUDENTS

Size of Institution	N	Mean	Standard Deviation	% Indicating No Supervision
Less than 1000	51	3.54	6.47	37
1000 to 4999	143	2.84	7.72	77
5000 to 9999	53	3.81	5.89	60
10,000 to 14,999	23	3.91	4.51	48
15,000 to 19,000	4	3.00	4.76	75
20,000 and Up	9	5.33	9.73	55

Research

Research commitment of counseling directors is heaviest in the institutions ranging from five to twenty thousand students. It is probable that the smaller institutions do not have the pressure for publication and that the largest require too much administrative commitment from their directors for research to be possible.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR RESEARCH

Size of Institution	N	Mean	Standard Deviation	% Indicating No Research
Less than 1000	51	5.25	12.21	63
1000 to 4999	143	4.30	8.16	63
5000 to 9999	53	7.60	7.51	32
10,000 to 14,999	23	10.08	7.43	13
15,000 to 19,000	4	6.25	6.30	25
20,000 and Up	9	7.55	10.00	44

RESEARCH COMMITMENT OF COUNSELING DIRECTORS WITH DIFFERING DEGREES

Degree	N	Mean	Standard Deviation	% Indicating Zero
PhD	117	7.00	8.90	41
EdD	75	5.96	11.47	53
M A	78	4.17	6.42	61

Administration of the Counseling Service

There is a direct relationship between size of the institution and the amount of time the director spends in administration. About 22 per cent of directors in institutions under 5000 enrollment indicate no administrative time, suggesting that they are not functioning as a campus organization, but are merely providing a service. Above this size only one director shows no time for administration.

TIME COMMITMENT OF COUNSELING DIRECTORS TO ADMINISTRATION

Size of Institution	N	Mean	Standard Deviation	% Indicating No Administration
Less than 1000	51	12.7	11.01	22
1000 to 4999	143	12.6	12.03	22
5000 to 9999	53	21.5	17.87	02
10,000 to 14,999	23	30.8	16.90	00
15,000 to 19,000	4	38.7	13.15	00
20,000 and Up	9	45.2	25.59	00

[illegible] directors [illegible] that the [illegible] reviews or [illegible] their activities. The other [illegible] indicated other activities [illegible]

Counselor Student Ratio

In general, the smaller the institution, the better the counselor/student ratio, however, this does not mean that smaller institutions as a whole are providing more or better counseling services. Many smaller institutions indicate that they have no service, and the highest rate of failure to respond also occurs in the small institutions. Where counseling is provided, however, the counselor/student ratio is excellent.

The most striking aspect of the counselor/student ratio is its variability. Although a large number of institutions fall somewhere between 1:1000 and 1:2000, many have far poorer ratios.

COUNSELOR/STUDENT RATIO AND SIZE OF INSTITUTION

Counselor/ Student Ratio	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20000+
1:300	7	2				
1:400	6	1				
1:500	7	6				
1:600	6	3				
1:700	3	7				
1:800	5	4				
1:900	2	1				
1:1000		22				
1:1100	2	12	1		1	1
1:1200	5	14	5			
1:1300	3	8	2	2		
1:1400		5		2		
1:1500	1	7	4	1		
1:1600	2	5	3	1	1	1
1:1700		7	3			
1:1800		3	2			
1:1900		1	1			
1:2000		4	4	3		
1:2100		3	4	1		1
1:2200				1		
1:2300		2			1	1
1:2400		5		3		
1:2500		4	1			1
1:2600		2	2	1		
1:2700		2	2	1		
1:2800		2				
1:2900						
1:3000		3	5	2		2
1:3500		1	3			
1:4000		5	1			
1:4500		2	1		1	
1:5000+			12	1	1	2

SERVICES PROVIDED BY COUNSELING CENTERS

Academic Counseling

Most counseling services provide counseling for study problems and for choice of major field, although a few do not. Those that do not are typically the smaller institutions.

The majority of services do not attempt to counsel all students on academic probation. Larger institutions rarely attempt this undertaking, while about a third of smaller institutions indicate that they do counsel all such students. There are no significant differences between public, private, and religious institutions on this item.

COUNSELING FOR STUDY PROBLEMS

(Enrollment)

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	Grtr.-20,000
YES	47	137	48	23	5	9
NO	6	7	5	1	1	1

COUNSELING FOR CHOICE OF MAJOR FIELD

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	Grtr.-20,000
YES	43	123	50	23	5	9
NO	10	21	3	1	1	1

COUNSELING ALL STUDENTS ON ACADEMIC PROBATION

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	Grtr.-20,000
YES	19	46	8	3	0	0
NO	34	98	45	21	6	10

Personal Counseling

Almost all institutions, regardless of size, provide counseling for personal problems, however, there is a sharp reduction in the number of centers that provide short term counseling for severe emotional problems, and a further reduction in those providing long term help, with a majority of centers not providing long term counseling.

Interestingly, more institutions provide group counseling than long term counseling, with the majority of larger institutions (over 5000) providing the facility, while the majority of smaller institutions do not.

The smaller institution is also less likely to provide assistance for the faculty with personal problems or for the student's spouse, while the majority of larger institutions do provide these services.

(Enrollment)

COUNSELING FOR PERSONAL PROBLEMS

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	50	142	52	22	5	8
NO	3	2	1	2	1	2

SHORT TERM COUNSELING OF SEVERE EMOTIONAL PROBLEMS

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	39	110	41	21	4	7
NO	14	34	12	3	2	3

(Enrollment)

LONG TERM COUNSELING OF SEVERE EMOTIONAL PROBLEMS

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	10	36	19	9	2	2
NO	43	106	34	15	4	8

GROUP COUNSELING

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	20	65	30	17	5	7
NO	33	79	23	7	1	3

(Enrollment)

COUNSELING THE FACULTY REGARDING PERSONAL PROBLEMS

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	13	51	16	8	3	5
NO	40	93	37	16	3	5

COUNSELING STUDENT'S SPOUSE

	<1000	1000-4999	5000 9999	10000 14999	15000 19999	20,000+
YES	12	49	29	15	4	6
NO	41	95	24	9	2	4

Disciplinary Counseling

Over twenty per cent of counseling services are involved with disciplinary counseling. However, these are primarily the smaller institutions. Only in the smaller schools are all disciplinary cases evaluated. While more institutions provide evaluation of referred disciplinary cases, again these are likely to be the smaller institutions.

(Enrollment)

DISCIPLINARY COUNSELING

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	16	36	3	1	1	2
NO	37	108	50	23	5	8

EVALUATE ALL DISCIPLINARY CASES

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	13	19	0	1	0	0
NO	40	125	53	23	6	10

EVALUATE REFERRED DISCIPLINARY CASES

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	16	53	16	9	0	0
NO	37	91	37	15	5	10

Academic Service

About one-fourth of counseling services provide a remedial reading program for students. Very few provide tutoring in subject areas, and these are entirely at the smaller institutions. Over two thirds of counseling services provide counseling for the faculty in regard to student problems.

REMEDIAL READING

(Enrollment)

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	9	33	15	8	2	5
NO	44	111	38	16	4	5

TUTORING IN ACADEMIC SUBJECT AREAS

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	5	14	3	0	0	0
NO	48	130	50	24	6	10

COUNSELING THE FACULTY
REGARDING STUDENT PROBLEMS

	<1000	1000-4999	5000-9999	10000 14999	15000 19999	20,000+
YES	35	104	36	15	0	7
NO	18	40	17	9	2	3

Pre-college Student Contact

The majority of larger institutions provide pre-college counseling, while the majority of smaller do not. However, a few counseling centers are involved in recruiting students, and these are entirely from smaller institutions.

Over a third of counseling centers run summer orientation programs, with larger institutions doing so somewhat more frequently.

PRE-COLLEGE COUNSELING

(Enrollment)

	<1000	1000-4999	5000-9999	10000 14999	15000-19999	20,000+
YES	17	46	31	13	5	8
NO	36	98	22	11	1	2

SUMMER ORIENTATION PROGRAM

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	15	45	20	11	4	4
NO	38	99	33	13	2	6

RECRUITING STUDENTS

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	9	17	1	0	0	0
NO	44	127	52	24	6	10

Personnel Services

Many of the smaller counseling services appear to be in actuality student personnel services, handling many kinds of personnel functions. Larger institutions have apparently separated these functions from that of counseling.

STUDENT LOANS

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	18	20	1	2	0	0
NO	35	124	52	22	6	10

STUDENT SCHOLARSHIPS

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	20	25	1	1	0	0
NO	33	119	52	23	6	10

FOREIGN STUDENT ADVISING

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	22	39	7	0	0	1
NO	31	105	46	20	6	9

SUPERVISE RESIDENCE HALL COUNSELORS

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	20	34	2	0	2	0
NO	33	110	51	24	4	10

OFF CAMPUS HOUSING

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	12	20	0	0	0	0
NO	41	124	53	24	6	10

DEAN OF WOMEN'S OFFICE

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	13	25	2	1	0	0
NO	40	119	51	23	6	10

ADVISING CAMPUS STUDENT ORGANIZATIONS

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	19	30	1	2	1	2
NO	34	114	52	22	5	8

RESPONSIBILITY FOR FRATERNITIES

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	9	13	0	1	0	0
NO	44	131	53	23	6	10

DEAN OF MEN'S OFFICES

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	14	26	2	1	0	0
NO	39	118	51	23	6	10

Testing

Well over two thirds of counseling services are responsible for freshman testing.

Two factors seem to be influencing whether the counseling service provides machine test scoring for academic departments. In the smaller schools it is likely that such a service is not available, in many of the larger schools it is available and is the responsibility of the counseling service. In still larger institutions, a separate organization probably provides this service.

FRESHMAN TESTING

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	38	100	41	17	3	4
NO	15	44	12	7	3	6

MACHINE TEST SCORING FOR ACADEMIC DEPARTMENTS

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	1	23	21	12	2	3
NO	52	121	32	12	4	7

Religious Counseling

Only a few institutions provide religious counseling, and, as might be expected, religious institutions show the highest percentage. Less than a third of religious institutions offer pastoral or religious counseling.

PASTORAL OR RELIGIOUS COUNSELING

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	19	22	1	2	1	1
NO	34	122	52	22	5	9

PASTORAL OR RELIGIOUS COUNSELING

Type of Institution

	Public	Private	Religious
YES	10	16	20
NO	136	62	43

Evaluations

In some institutions, the counseling center apparently plays an administrative role in reaching decisions about admission or readmission. This is more frequent in the smaller institutions, but occurs also in the larger ones.

EVALUATIONS

DIAGNOSIS FOR OTHER SCHOOL OR AGENCIES

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	10	36	14	5	2	4
NO	43	108	39	19	4	6

EVALUATING ALL ADMISSIONS

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	10	12	2	2	0	1
NO	43	132	51	22	6	9

EVALUATING BORDERLINE ADMISSIONS

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	18	51	23	6	1	3
NO	35	93	30	18	5	7

	<1000	1000-4999	5000-9999	10000-14999	15000 19999	20,000+
YES	13	31	5	6	1	1
NO	40	113	48	18	5	9

RECOMMEND READMISSION AFTER WITHDRAWAL FOR EMOTIONAL PROBLEMS (all cases)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000 +
YES	20	49	17	6	1	1
NO	33	95	36	18	5	9

Research

The majority of counseling services do studies of student characteristics within their own institutions, and many are involved in research on academic achievement and counseling. The smaller institutions are more likely to be involved in studies of academic achievement, while the larger are more likely to be involved in research on counseling. In the institutions with under 1000 enrollment, only a few are involved in research of any kind.

STUDIES OF STUDENT CHARACTERISTICS WITHIN YOUR INSTITUTION

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	30	71	36	20	4	5
NO	23	73	17	4	2	5

RESEARCH ON ACADEMIC ACHIEVEMENT

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	8	34	23	11	1	3
NO	45	110	30	13	5	7

RESEARCH ON COUNSELING

(Enrollment)

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	4	18	19	14	2	6
NO	49	125	34	10	4	4

RESEARCH CONSULTANT TO OTHER DEPARTMENTS

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	5	26	20	13	3	3
NO	48	117	33	11	3	7

Training

As expected, the larger institutions are more frequently involved in training and supervision, but a surprising number of centers in the smaller institutions also indicate that they supervise trainees.

Institutions in the middle size range are more likely to be involved with education than psychology.

(Enrollment)

SUPERVISE PRACTICUM
STUDENTS FROM PSYCHOLOGY

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	6	21	15	10	2	5
NO	47	123	38	14	4	5

SUPERVISE PRACTICUM
STUDENTS FROM EDUCATION

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	6	18	29	16	5	6
NO	47	126	24	8	1	4

Other Information

Most institutions have a medical service, although a very few of even the larger schools do not provide such a service.

Presence of a Medical or Health Service on the Campus

	Yes	No
---1,000	49	5
1--1,999	73	6
2--2,999	27	0
3--3,999	21	2
4--4,999	18	0
5--5,999	14	1
6-10,000	37	1
10,000 +	36	1

The majority of smaller schools do not have a psychiatrist available, while the majority of larger schools do.

Availability of a Full- or Part-Time Psychiatrist

	Yes	No
---1,000	15	40
1--1,999	16	62
2--2,999	11	17
3--3,999	9	14
4--4,999	9	9
5--5,999	7	8
6-10,000	21	17
10,000 +	30	7

There is wide variation in the number of client interviews that a director has, even when the percent of time spent in counseling is accounted for. Those directors committed to less percentage time appear to be more heavily loaded for that amount of time than are directors committed to a greater time percentage.

Percent of Time Committed to Counseling and Number of Interviews Per Week for the Counseling Director

% of Time	Client Interviews Per Week					
Counseling	10-14	15-19	20-24	25-29	30-34	35-40
---10	1	2	3	1	2	
10-19	5	4	5	5	1	2
20-29	4	7	13	7	3	1
30-39	4	4	3	6	2	2
40-49	3	6	6	1	6	4
50-59	7	9	14	15	9	10
60-69	1	3	4	3	3	5
70-79	1	1	11	9	5	2
80-89			2	5	2	3
90+	2	1	4	2	2	3

While the forty- to sixty-minute appointment is most common, there is some variation among counseling services. There is even more variation in the case load carried by a full-time counselor.

Number of Client Interviews Per Week and Length of Interview

	Number of Interviews					
Length of Interview in Minutes	10-14	15-19	20-24	25-29	30-34	35-40
11-19 minutes		1	1	2	1	
20-29	3		1	2	1	3
30-39	7	3	6	10	5	17
40-49	4	4	13	10	9	8
50-59	12	26	37	26	12	3
60-69	2	4		7	6	1
70-79				1		
80-89						
90+	1					

I. Counselor/Student Ratio

1. What is the full time student enrollment? 7133

2. How many full time equivalent counselors are there on your staff? 3

3. If the ratio of these two numbers does not give a fair estimate of the counselor/student ratio on your campus, would you make such an estimate and explain on the back of this page? Counselor/Student ratio ~~approx. [illegible]~~ 4/7133

4. Does your institution have a Student Health Service or Medical Service? yes X no ____

5. Does your institution employ or retain a psychiatrist? yes ____ no X Community referral sources are abundant.

II. Case load

1. What proportion of the students on your campus are seen by a counselor at some time during their academic career? 33 %

2. Is this figure an estimate, or the result of a study? estimate X study ____

3. How many client interviews, per week, does a full time counselor handle? (approximate average during the academic year) 30+ interviews/week.

4. How long is the typical scheduled interview? 45 minutes

5. If graduate assistants are used as counselors, how many client interviews, per/week, does a half time graduate assistant handle? ____ interviews/week

6. What is the average number of interviews for a client at your center? 2 interviews

7. Is this figure an estimate or the result of a study? estimate X study ____

8. Do you have a policy that limits the number of interviews that staff members may have with a client? yes ____ no X

9. What proportion of your time do you, as director, spend in each of the following activities?

75 % counseling (seeing clients, writing notes, etc.)
0 % teaching (formal classes)
3 % staff meetings
2 % committee meetings
5 % supervising students
0 % research
15 % administration of the counseling service
0 % other

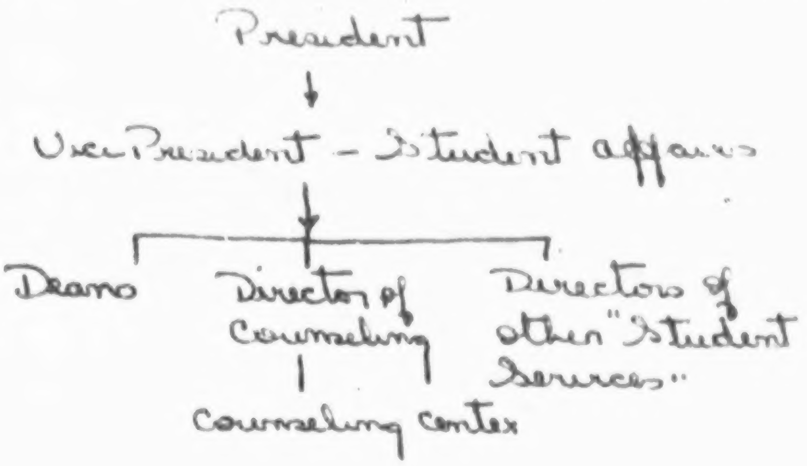
If you have other major time commitments, please list them on a separate page.

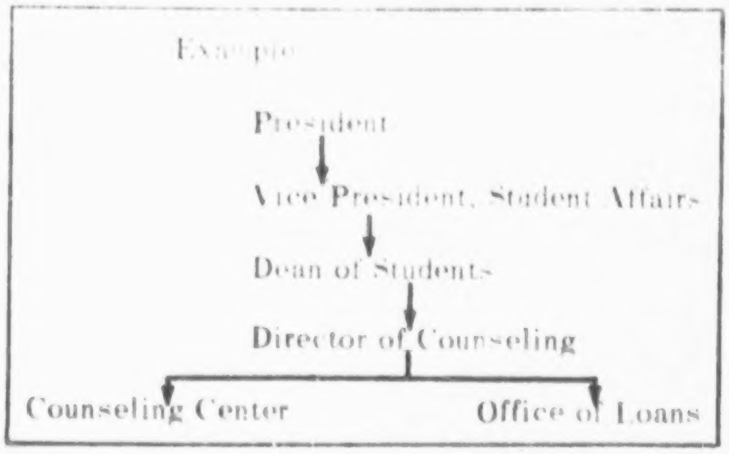
10. As director, how many client interviews do you average per week? 25 interviews per week.

11. If you view your time breakdown or case load as a problem, please comment on a separate page.

Administrative Functioning on the Campus.

Please diagram the direct line of authority for the director of the counseling service.


President
Vice President - Student affairs
Deans
Director of Counseling
Directors of other "Student Services."
Counseling center


Example
President
Vice President, Student Affairs
Dean of Students
Director of Counseling
Counseling Center
Office of Loans

Has this administrative structure led to any particular problems for the Counseling Center? ___ yes [✓ no].
(If yes, please comment on a separate page.)

Following is a check list of personnel and counseling functions. Please check those that are part of your responsibility as a counseling center.

- ✓ Counseling for study problems.
- ✓ Counseling for choice of major field.
- ✓ Counseling for personal problems.
- ✓ Short term counseling of severe emotional problems. — Referral
- ___ Long term counseling of severe emotional problems.
- ✓ Group counseling
- ___ Disciplinary counseling
- ✓ Diagnosis for other schools or agencies.
- ___ Remedial reading
- ✓ Tutoring in academic subject areas
- ✓ Pre-college counseling
- ___ Summer orientation program
- ✓ Counseling the faculty re. student problems
- ✓ Counseling the faculty re. personal problems
- ___ Counseling student's spouse.
- ___ Student loans
- ___ Student scholarships
- ___ Recruiting students
- ___ Foreign student advising
- ___ Supervising residence hall counselors
- ___ Off campus housing
- ___ Evaluating all admissions
- ✓ Evaluating borderline admissions
- ✓ Recommend readmission after failure (all cases)
- ✓ Recommend readmission after withdrawal for emotional problems (all cases)
- ___ Pastoral or religious counseling
- ___ Advising campus student organizations.
- ___ Evaluate all disciplinary cases.
- ___ Evaluate referred disciplinary cases.
- ___ Responsibility for fraternities.
- ___ Counseling all students on academic probation.
- ___ Freshman testing.
- ___ Machine test scoring for academic departments.
- ✓ Studies of student characteristics within your institution.
- ___ Research on academic achievement
  # publications in 1964
- ___ Research on counseling
  # publications in 1964
- ___ Research consultant to other departments.
- ✓ Supervise practicum students from psychology
- ✓ Supervise practicum students from education
- ___ Dean of women's office
- ___ Dean of men's office

Other important functions: please list:

If you would like a directory of counseling service administrators in the U.S., please check here ☒

07133
2

Staffing Pattern in the Counseling Center

Job Title (Director, Ass't. Prof. Grad. Ass't. etc.)	% of time allocated to various departments								Highest Academic Degree			Check Professional Membership		
	Counseling	Teaching of:			Research Grant	Other Appt.	Salary	Circle One	B.S. M.S. Ed.D. [✓ Ph.D.]	Major field Psych. Educ., etc.	Institution Conferring Degree	APA	APGA	Don't Know
		Educ.	Psych.	Other										
Director	100%						$9500	[✓ 9 mo.] 12 mo.	Ph.D.	Counseling Psych.	U of Wisconsin	✓	✓	
Associate Prof.	100%						$8750	[✓ 9 mo.] 12 mo.	Ph.D	Counseling Psych.	Northwestern U.		✓	
Asst. Prof.	100%						$8750	[✓ 9 mo.] 12 mo.	Ph.D.	Counseling Psych.	U. of Oregon	✓	✓	
Instructor	50%					Head Resident	$6990	[✓ 9 mo.] 12 mo.	M.S.	Counseling & Guidance	Purdue U.		✓	
								9 mo. 12 mo.						
								9 mo. 12 mo.						
								9 mo. 12 mo.						
								9 mo. 12 mo.						
								9 mo. 12 mo.						
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								9 mo. 12 mo.						
								9 mo. 12 mo.						

Comments:

1966-67 academic year: We hope to employ 2 full time counselors with the Ph.D or Ed.D.

Continued on next page

SURVEY OF COUNSELING DIRECTORS
U.S. OFFICE OF EDUCATION, GRANT #OE-5-10-302

E. R. Oetting
Colorado State University

BRIEF REPORT

Response Rate (% of all institutions responding)

<1000	1-5000	5-10000	>10000
59	95	87	95

% of Respondents Having a Counseling Service

<1000	1-5000	5-10000	>10000
26	70	89	96

COUNSELOR/STUDENT RATIO	<5000		5-10000		>10000	
	No.	%	No.	%	No.	%
<1:1000	60	31				
1:1000-1:1499	70	37	7	13	6	19
1:1500-1:1999	26	14	13	25	3	10
1:2000-1:2499	14	07	8	15	11	35
1:2500-1:2999	10	05	5	10	3	10
Over 1:3000	11	06	19	37	8	26

Number of Client Interviews Per Full-Time Counselor

	<5000	5-10000	>10000
10-14	24	2	3
15-19	21	11	7
20-24	38	14	13
25-29	37	14	5
30-34	22	6	7
35-40	26	6	2

Commitment of Counseling Director's Time

<5000

	X	Standard Deviation	% Marking 0
Counseling	48.26	23.66	2.56
Teaching	16.08	18.69	38.97
Staff Meetings	3.93	3.96	31.44
Committee Meetings	5.04	5.65	26.80
Supervising Students	3.03	7.41	71.65
Research	4.56	9.37	53.61
Administration of Center	12.61	11.74	14.95
Other	4.62	14.48	86.08

5-10000

	X	Standard Deviation	% Marking 0
Counseling	42.32	22.12	.00
Teaching	15.34	15.80	35.85
Staff Meetings	4.89	3.80	11.32
Committee Meetings	4.49	4.19	22.64
Supervising Students	3.81	5.89	52.83
Research	7.60	7.51	24.53
Administration of Center	21.53	17.87	.00
Other	.19	.97	94.34

>10000

	X	Standard Deviation	% Marking 0
Counseling	23.14	18.03	8.33
Teaching	11.03	9.42	25.00
Staff Meetings	8.08	4.78	5.56
Committee Meetings	6.58	4.79	13.89
Supervising Students	4.17	6.08	52.78
Research	9.03	7.94	22.22
Administration of Center	35.28	19.60	0.00
Other	2.42	12.49	91.67

FUNCTIONS OF COUNSELING CENTER

No. and % Checking "Yes"

	SIZE					
	<5000		5-1000		10000+	
	No.	%	No.	%	No.	%
Evaluating all admissions	22	11	2	4	3	8
Evaluating borderline admissions	69	6	23	43	10	25
Recommend readmission after failure	43	22	5	9	8	20
Recommend readmission after withdrawal for emotional problems (all cases)	69	35	17	32	8	20
Pastoral or religious counseling	41	21	1	2	4	10
Advising campus student organizations	49	25	1	2	5	13
Evaluate all disciplinary cases	32	16	0	0	1	3
Evaluate referred disciplinary cases	69	35	16	30	9	23
Responsibility for fraternities	22	11	0	0	1	3
Counseling all students on academic probation	65	33	8	15	3	8
Freshman testing	138	70	41	77	24	60
Machine test scoring for academic departments	24	12	21	40	17	43
Studies of student characteristics within your institution	101	51	36	68	29	73
Research on academic achievement	42	21	23	43	15	38
Research on counseling	22	11	19	36	22	55
Research consultant to other departments	31	16	20	38	19	48
Supervise practicum students from psychology	27	14	15	28	17	43
Supervise practicum students from education	24	12	29	55	27	68
Dean of men's office	40	20	2	4	1	3
Dean of women's office	38	19	2	4	1	3

FUNCTIONS OF COUNSELING CENTER

No. and % Checking "Yes"

	SIZE					
	< 5000		5-10000		10000+	
	No.	%	No.	%	No.	%
Counseling for study problems	184	93	48	91	37	93
Counseling for choice of major field	166	84	50	94	37	93
Counseling for personal problems	192	97	52	98	35	88
Short term counseling of severe emotional problems	149	76	41	77	32	80
Long term counseling of severe emotional problems	46	23	19	36	13	33
Group counseling	85	43	30	57	29	55
Disciplinary counseling	52	26	3	6	4	10
Diagnosis for other schools or agencies	46	23	14	26	11	28
Remedial reading	42	21	15	28	15	38
Tutoring in academic subject areas	19	10	3	6	0	0
Pre-college counseling	63	32	31	58	26	65
Summer orientation program	60	30	20	38	19	48
Counseling the faculty re. student problems	139	71	36	68	22	55
Counseling the faculty re. personal problems	64	32	16	30	16	40
Counseling student's spouse	61	31	29	55	25	63
Student loans	38	19	1	2	2	5
Student scholarships	45	23	1	2	1	3
Recruiting students	26	13	1	2	0	0
Foreign student advising	61	31	7	13	1	3
Supervising residence hall counselors	54	27	2	4	2	5
Off campus housing	32	16	0	0	0	0

SALARIES OF COUNSELING CENTER DIRECTORS IN THOUSANDS OF DOLLARS

Size	Median	Q1	Q3	Range
1000	9-10000	8-9000	11-12000	6000-14-15000.
1-5000	10-11000	9-10000	12-13000	6-7000 - 15-16000
5-10000	12-13000	11-12000	13-14000	7-8000 - 18-19000
10000+	13-14000	12-13000	14-15000	
Degree				
PhD	11-12000	9-10000	13-14000	7-8000 - 20000+
EdD	11-12000	10-11000	12-13000	6-7000 - 15-16000
Masters	8-9000	7-8000	10-11000	6-7000 - 15-16000

SALARIES OF COUNSELING CENTER STAFF

Size	Median	Q1	Q3	Range
1000	7-8000	6-7000	10-11000	6000 - 12-13000
1-5000	8-9000	6-7000	10-11000	6000 - 14-15000
5-10000	8-9000	7-8000	10-11000	6000 - 13-14000
10000+	9-10000	8-9000	10-11000	6000 - 15-16000
Degree				
PhD	10-11000	9-10000	11-12000	7-8000 - 14-15000
EdD	9-10000	9-10000	11-12000	7-8000 - 14-15000
Master	8-9000	7-8000	9-10000	6000 - 14-15000
Bachelor	6-7000	6000	7-8000	6000 - 9-10000

DIRECTORY OF COUNSELING SERVICE ADMINISTRATORS

This directory has been compiled on the basis of a survey of all four year institutions of higher learning in the United States. If a school is not named, either it indicated that it did not have a counseling service, or it failed to respond to the questionnaire.

This listing should be treated as confidential information, for use in counseling or research, and should not be released for sales or general mailing purposes.

E. R. Oetting
Assoc. Prof.
Colorado State University
Fort Collins, Colorado

ALABAMA

University of Alabama
J. E. Mickler
Director, Univ. Test Services
University, Alabama

Athens College
Dr. J. E. Bathurst
Director of Testing and Counseling
Athens, Alabama

Auburn University
W. Harold Grant
Director, Stud. Counseling Center
Auburn, Alabama

Florence State College
Dr. W. T. Mc Elheny
Director of Student Affairs
Florence, Alabama

Oakwood College
Prof. Douglas Tate
Guidance Counselor
Huntsville, Alabama

St. Bernard College
Rev. Ronald Veigl O.S.B.
Guidance Director
St. Bernard, Alabama

Troy State College
A. L. Vines
Director of Guidance Services
Troy, Alabama

Tuskegee Institute
Mrs. E. R. Benson
General Counselor
Tuskegee, Alabama

ALASKA

University of Alaska
Dr. Kenneth K. Martin
Head, Counseling and Testing
College, Alaska

ARIZONA

University of Arizona
Dr. Newton E. James
Director Student Counseling Bureau
Tucson, Arizona

Arizona State College
Dean Joseph Rolle
Dean of Personnel Services
Flagstaff, Arizona

Arizona State University
Dr. Robert Heimann
Prof. of Educ. and Dir. Guid. Cen.
Tempe, Arizona

Grand Canyon College
Paul A. Youngs
Dean of Students
Phoenix, Arizona

ARKANSAS

University of Arkansas
Dr. Glenn Cole
Prof. of Education
Fayetteville, Arkansas

Arkansas A. and M. College
C. Alton Boyd
Director, Counseling Services
Monticello, Arkansas

Ark. Agr. Mech. and Normal
Rudolph V. Green
Director, Counseling Center
Colpine Bluff, Arkansas

Arkansas State College
Jimmy Mc Cluskey
Guidance Counselor
Jonesboro, Arkansas

Arkansas Poly. College
Neel B. Brummett
Guidance Director
Russellville, Arkansas

Arkansas St. Teachers College
Dr. Paul Witherspoon
Prof. of Psych. and Dir. of Testing
Conway, Arkansas

Henderson St. Teachers College
Dr. Mary Stephenson
Director of Guidance and Counseling
Arkadelphia, Arkansas

Ouachita Baptist University
Dr. Maurice Hurley
Director, Research and Counsel.
Arkadelphia, Arkansas

Southern State College
Dr. George Harrod
Counselor
Magnolia, Arkansas

CALIFORNIA

Azusa College
Clinton W. Jones
Director, Testing and Counseling
Azusa, California

Biola College
Mr. Terry Rose
College Counselor
La Mirada, California

University of California
Barbara A. Kirk
Director, Counseling Center
Berkeley, California

University of California
Sumner B. Morris
Manager, Counseling Service
Davis, California

University of California
Dr. David W. Palmer
Mang., Student Counseling Center
Los Angeles, California

University of California
Ronald A. Roston
Manager, Stud. Counseling Center
Riverside, California

Calif. Lutheran College
Dr. Robert S. Hage
Director of Counseling
Thousands Oaks, California

Calif. St. Col. at Fullerton
Dr. Arthur L. Tollefson
Assoc. Dean of Stud. Coun. Test.
Fullerton, California

California St. Poly. College
Dr. J. B. Stone
Assoc. Dean of Students
San Luis Obispo, California

Chapman College
Miss Betty Hofenstein
Asst. Dean of Students
Orange, California

Chico State College
Dr. Norman B. Brice
Coordinator of Counseling
Chico, California

Claremont Men's College
Thomas R. Brigante
Director, Counseling Center
Claremont, California

College of Holy Name
Sister Mary Beatista
Dean of Students
Oakland, California

Fresno State College
Deryle K. Allen
Associate Dean
Fresno, California

George Pepperdine College
Dr. Robert Holland
Chairman, Dept. of Psych.
Los Angeles, California

Harvey Mudd College
Dr. Thomas Brigante
Director, Counseling Center
Claremont, California

Humbolt State College
E. Nedd Girard
Assoc. Dean-Counseling Testing
Arcata, California

Immaculate Heart College
Sister M. Aloyse
Director, Psy. Services
Los Angeles, California

La Verne College
Dr. Dwight L. Hanawalt
Dean of Students
La Verne, California

Lincoln University
Dr. Edward Schneider
University Psychologist
San Francisco, California

Loma Linda University
L. E. Mc Clain
Dean of Students
Loma Linda, California

Long Beach St. College
Dr. Kenneth C. Weisbrod
Assoc, Dean Coun. and Testing
Long Beach, California

Los Angeles Baptist College
Dr. Elyot Johnson
Dean of Students
Newhall, California

Loyola Univ. of Los Angeles
Dr. Alex D. Aloia
Director, Guidance Center
Los Angeles, California

Marymont College
Dr. Peter Damian
Counselor
Palos Verdes Est, California

Mt. St. Mary's College
Mrs. Arlene Metha
Counselor
Los Angeles, California

College of Notre Dame
Sister Marion
Dean of Students
Belmont, California

Occidental College
Dr. D. Hearson and Dr. C. Faber
Counseling Psychologists
Los Angeles, California

University of Pacific
Mrs. Beth Mason
Director of Counseling
Stockton, California

Pacific Union College
Miss Elenor Spoor
Assoc. Dean of Students
Angwin, California

Pomora College
Dr. Thomas Brigante
Director, Counseling Center
Claremont, California

Sacramento St. College
Dr. Richard Morrison
Assoc. Dean of Stud., Coun., Test.
Sacramento, California

San Diego State College
Earl Peisner
Coord. of Counseling
San Diego, California

San Fernando Val. St. College
Dr. Fred W. Thompson
Assoc. Dean Counseling and Testing
Northridge, California

University of San Francisco
Dr. Thomas D. Mc Sweeney
Coord., Acad. Advising Program
San Francisco, California

University of San Francisco
Robert G. Milligan, Ph.D.
Director, Testing and Counseling
San Francisco, California

San Francisco St. College
Ralph M. Rust, Ph.D.
Director of Counseling Center
San Francisco, California

Scripps College
Mrs. Mary Duryea
Dean of Students
Claremont, California

Sonoma State College
Dr. Narvin N. Dillon
Dean, Counseling and Testing
Rohnert Park, California

Stanford University
Dr. John D. Black
Director, Counseling and Testing
Stanford, California

Stanislaus State College
Dr. Jerome J. Beamish
Assoc. Dean of Student Affairs
Turlock, California

St. Patrick's College
John Prusmack, M.D.
Counseling Coordinator
Menlo Park, California

COLORADO

Adams State College
Dr. Lloyd G. Swenson
Dean of Student Affairs
Alamosa, Colorado

University of Colorado
Theodore C. Volsky
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Boulder, Colorado

Colorado College
Dorothy P. MacDonald, Ph.D.
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Colorado Springs, Colorado

Colorado State College
Dr. Theodore Nelson
Director of Counseling
Greeley, Colorado

Colorado State University
Dr. Allen E. Ivey
Director of Counseling Center
Fort Collins, Colorado

Colorado Woman's College
Mrs. Marian Woods
Director, Counseling Center
Denver, Colorado

University of Denver
Dr. Janet E. Redfield
Director, Student Counseling
Denver, Colorado

Fort Lewis College
Nicholas J. Heidy
Educational Advisor
Durango, Colorado

Loretta Heights College
Miss Esther M. Dimchevsky
Director of Counseling
Loretta, Colorado

Regis College
Prof. John V. Coyne
Asst. Dean
Denver, Colorado

U. S. Air Force Academy
Major Clifford W. Muchow
Director, Cadet Counseling
Colorado Springs, Colorado

CONNECTICUT

University of Connecticut
Robert E. Hewes
Dean of Students
Storrs, Connecticut

Central Conn. St. College
William D. Chatfield
Dean of Students
New Britain, Connecticut

Connecticut College
Dr. Anthony Axiotis
College Psychiatrist
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Fairfield University
Rev. Thomas A. McGrath
Director Psychological Services
Fairfield, Connecticut

Quinnipar College
R. Gordon Pauluccy
Director, Student Personnel
Hamden, Connecticut

Trinity College
Dr. George C. Higgins
College Counselor
Hartford, Connecticut

Wesleyan University
Dr. C. Hess Haagen
Director, Counseling Service
Middletown, Connecticut

Yale University
Norman Harrower, Jr.
Director, Career Advisory Office
New Haven, Connecticut

DELAWARE

University of Delaware
John E. Worthen
Director, Counseling and Testing
Newark, Delaware

Delaware State College
Miss Laurie Johnson
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Dover, Delaware

FLORIDA

Barry College
Sister Grace Ellen, O.P.
Dean of Students
Miami, Florida

Bethune Cookman College
Edward R. Rodriguez
Director, Student Welfare
Daytona Beach, Florida

University of Florida
Dr. Harry Grater
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Florida A. and M. University
Dr. James D. Beck
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Florida Memorial College
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Jacksonville University
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University of Miami
Dr. Jess Spirer
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Coral Gables, Florida

Rollins College
Dr. Carol Burnett
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Winter Park, Florida

Stetson University
Dr. George W. Hood
Dean of Students
Deland, Florida

University of Tampa
Dr. Willis J. Dunn
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GEORGIA

Atlanta University
Malcolm Dean
Dean of Men
Atlanta, Georgia

Berry College
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Clark College
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Emory University
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Fort Valley State College
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University of Georgia
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Georgia Institute of Tech.
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Georgia State College
Thomas Mc Donald
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Mercer University
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Macon, Georgia

Morehouse College
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HAWAII

Church Col. of Hawaii
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IDAHO

College of Idaho
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ILLINOIS

Augustana College
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Bradley University
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University of Chicago
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Eastern Illinois University
Dr. James Corey
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Charleston, Illinois

Elmhurst College
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Lake Forest College
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Lewis College
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Millikan University
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Decatur, Illinois

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Silas Clifton
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Dekalb, Illinois

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Dr. Truman G. Esau
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Chicago, Illinois

Northwestern University
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Evanston, Illinois

Olivet Nazarene College
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Kankakee, Illinois

Rockford College
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Roosevelt University
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Sister M. Joanne
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St. Procopius College
Rev. Roman Galiardi O.S.B.
Director
Lisle, Illinois

Western Illinois University
John S. Storey
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Macomb, Illinois

Wheaton College
Arthur H. Volle
Director of Counseling
Wheaton, Illinois

INDIANA

Ball State Teachers College
Morton D. Dunham
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Muncie, Indiana

Depauw University
Richard Kelly
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Greencastle, Indiana

University of Notre Dame
Edward R. Quinn
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Notre Dame, Indiana

IOWA

Drake University
Robert Duffey
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University of Iowa
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Director, Univ. Counsel. Service
Iowa City, Iowa

State College of Iowa
Paul C. Kelso
Director, Counseling Service
Cedar Falls, Iowa

Iowa St. Univ. of SC. and Tech.
Martin F. Fritz
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Ames, Iowa

KANSAS

Baker University
Margaret H. Horrell
Dean of Students
Baldwin, Kansas

College of Emporia
John J. Mitchell
Dean of Students
Emporia, Kansas

Friends University
E. James Faubel
Director of Personnel
Wichita, Kansas

University of Kansas
E. Gordon Collister
Director, Guidance Bureau
Lawrence, Kansas

Kansas State Teachers College
Charles A. Baznik
Head, Counseling Services
Emporia, Kansas

Kansas St. Col. of Pittsburg
E. G. Kennedy
Director, Guidance Services
Pittsburg, Kansas

Kansas State University
David G. Danskin
Director, Counseling Center
Manhattan, Kansas

Washburn University
Harold L. Hula
Director, Counseling and Testing
Topeka, Kansas

KENTUCKY

Bellarmine College
Patrick R. Holland
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Louisville, Kentucky

Berea College
Paul C. Hager
Director, Guidance and Testing
Berea, Kentucky

Campbellsville College
Mrs. Bonnie Coppock
Director, Counseling and Testing
Campbellsville, Kentucky

Gatherine Shalding College
Sister Agnes Lucile Raley
Chairman Psych. Depart.
Louisville 3, Kentucky

Centre College of Kentucky
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Danville, Kentucky

Eastern Kentucky St. College
Bentley Hilton
Director, Counseling Services
Richmond, Kentucky

University of Kentucky
Dr. Harriett Rose
Act. Dir., Univer. Counsel. Serv.
Lexington, Kentucky

Kentucky State College
Dr. James F. Mc Clellan
Dean of Students
Frankfort, Kentucky

Morehead State College
Dr. Golden I. Langdon
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Morehead, Kentucky

Western Kentucky St. College
John M. Lane
Director, Testing and Counseling
Bowling Green, Kentucky

LOUISIANA

Grambling College
Dr. Kara V. Jackson
Director, Student Personnel
Grambling, Louisiana

Louisiana College
Dr. George E. Hearn
Director, Guidance and Testing
Pineville, Louisiana

Louisiana Poly. Institute
Miss Hazel Shively
Guidance Counselor
Ruston, Louisiana

Louisiana State University
Dr. George H. Deer
Dean, Jounior Division
Baton Rouge, Louisiana

Mc Neese State College
Dr. E. F. Mc Laughlin
Head, Dept. Special Services
Lake Charles, Louisiana

N. W. State Col. of Louisiana
Tandy W. Mc Elwee
Director, Counseling and Testing
Natchitoches, Louisiana

Southeastern Louisiana Col.
College Stat.,
Dr. Lyman L. Jones
Director of Testing
Hammond, Louisiana

Univ. of Southwestern La.
Kenneth B. Hait
Director, Testing Bureau
Lafayette, Louisiana

Tulane Univ. of Louisiana
Mrs. Hanet Hansche
Guidance Officer
New Orleans, Louisiana

MAINE

Bates College
Ross Cummins
Director, Guidance and Placement
Lewiston, Maine

University of Maine
Dr. Robert A. Apostal
Dir. Univ. Testing and Counseling
Orono, Maine

Masson College
William W. Hoag
Director of Placement
Springvale, Maine

MARYLAND

Columbia Union College
John Cannon
Director, Guidance Services
Takoma Park, Maryland

John Hopkins University
Dr. G. Wilson Shoppr
Director, Psych. Clinic
Baltimore, Maryland

University of Maryland
Thomas Magoon
Director, Counseling Center
College Park, Maryland

Morgan State College
Dr. Ruth Brett
Coord., Student Personnel Serv.
Baltimore, Maryland

Col. of Notre Dame of Maryland
Sister Mary Claudine, SSND
Director, Student Personnel
Baltimore, Maryland

St. Joseph College
Miss Edna M. Conlin
Dir., Voc. Guid. and Placement
Emmitsburg, Maryland

U. S. Naval Academy
Capt. D. M. Karcher U.S.N.
Asst. Dean of Student Affairs
Annapolis, Maryland

Washington College
A. Van Eyck Grobler
Psychologist
Chestertown, Maryland

Western Maryland College
Dr. William G. Miller
Coord., Counsel. and Test. Serv.
Westminster, Maryland

MASSACHUSETTS

Amherst College
Haskell R. Coplin
Student Counselor
Amherst, Massachusetts

Anna Maria College for Women
Mrs. Mary Plunkett
Guidance Counselor
Paxton, Massachusetts

Assumption College
William J. Rotondi
Coord., Career and Grad. Plan.
Worcester, Massachusetts

Boston University
Dr. John O. Gawne
Director of Counseling Service
Boston, Massachusetts

State College at Boston
Dr. Alice F. Linnehan
Dean of Women
Boston 15, Massachusetts

State College at Bridgewater
Dr. Ellen Shea
Dean of Students
Bridgewater, Massachusetts

Clark University
Dr. James M. Coffee
Director of Guidance and Placement
Worcester, Massachusetts

Eastern Nazarene College
Mr. A. Gordon Wetmore
Dean of Students
Quincy, Massachusetts

Emerson College
Oliver Woodruff
Dean of Students
Boston 16, Massachusetts

Emmanuel College
Rev. Henry P. Ouellette
Chairman, Psych. Dept.
Boston, Massachusetts

College of the Holy Cross
Dr. Paul J. Centi
Director, Counseling Center
Worcester, Massachusetts

Lesley College
Dolores G. La Caro
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Cambridge 38, Massachusetts

University of Massachusetts
Dr. J. Alfred Southworth
Director of Guidance
Amherst, Massachusetts

Mount Holyoke College
Miss Drue E. Matthews
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South Hadley, Massachusetts

State College at North Adams
George Jarch
Director, Student Per. Services
North Adams, Massachusetts

Northeastern University
Dr. Philip W. Pendleton
Director, Testing and Counseling
Boston, Massachusetts

Springfield College
Mr. John Cox
Director of Counseling Center
Springfield 9, Massachusetts

Stonehill College
Mr. Vincent L. Liuzzi
Director, Counseling Services
North Easton, Massachusetts

Suffolk University
Leo Lieberman Ed.D.
Director of Guidance
Boston, Massachusetts

Tufts University
Ellsworth C. Keil
Director of Counseling
Medford 55, Massachusetts

Wellesley College
Miss Teresa Frisch
Dean of Students
Wellesley, Massachusetts

State College at Westfield
Dr. Joseph F. Perez
Chairman, Dept. of Psych.
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Mental Health Center
Dr. C. Robert Owens
A. C. W. S.
Johnson City, Tennessee

Memphis State University
Dr. John E. Dews
Acting Director
Memphis 11, Tennessee

Middle Tenn. St. College
Dr. James A. Martin
Director, Guidance and Testing
Murfreesboro, Tennessee

Milligan College
W. Dennis Helsabeck
Associate Prof.
Milligan College, Tennessee

Southern Missionary College
Mr. Gordon Madgwick
Dean of Student Affairs
Collegedale, Tennessee

Southwestern at Memphis
Dr. Fred D. Pultz
Dir. Presbyterian Guid. Center
Memphis, Tennessee

University of Tennessee
Thomas B. Scott
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Knoxville, Tennessee

Vanderbuilt Univ.
Dr. Carrol E. Izard
Dir. of Coun. Center
Nashville, Tennessee

TEXAS

Abilene Christian College
Dr. William N. Fryer
Director of Counseling
Abilene, Texas

Austin College
Howard A. Starr
Asst. Dir. of Counseling
Sherman, Texas

Baylor University
Joseph V. West
Dir. Student Coun. and Testing
Waco, Texas

University of Corpus Christi
Dr. Kenneth Maroney
Dean of Students
Corpus Christi, Texas

East Texas Baptist College
Dr. Waller M. Ethridge
Dean of Stud. Dir. of Coun.
Marshall, Texas

Hardin Simmons Univ.
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Abilene, Texas

University of Houston
Joseph P. Schnitzen
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Houston, Texas

Huston Tillotson College
Mr. Issac H. Bivens
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Austin, Texas

Incarnate Word College
Sr. Ahoysivs Clare
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San Antonio, Texas

Letourneau College
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Longview, Texas

McMurry College
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Midwestern University
Ralph R. Swinford
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Wichita Falls, Texas

North Texas St. University
Edward C. Bonk
Director of Guidance
Denton, Texas

Prarie View A and M College
George Stanford
Director, Counseling Center
Prarie View, Texas

Saint Edwards Univ.
Rev. Edwin Kadzielawski
Dir. of Testing and Guidance
Austin 4, Texas

St. Mary's University
Leo M. Donhue
Dir., Place. & Guidance Center
San Antonio, Texas

St. Marys Univ. of San Antonio
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Southwest Texas St. College
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Southwestern Univ.
Dr. Judson Custer
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Georgetown, Texas

Stephen F. Austin St. College
Melvin Wester
Director of Guidance
Nacogdoches, Texas

Texas A and M University
S. A. Kerley
Director, Counseling and Testing
College Station, Texas

Texas Christian University
Curtis J. Firkins
Director, Testing and Guidance
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Texas College
David H. Johnson
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Tyler, Texas

Texas College of Arts + Ind.
Dr. M. Paul Barlow
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Kingsville, Texas

Texas Lutheran College
Vernon G. Zunker
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Seguin, Texas

Texas Southern University
Dr. J. B. Jones
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Texas Tech. College
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University of Texas
Gordon V. Anderson
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Texas Wesleyan College
Dr. Charles W. Hager
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Texas Western College
Randolph Whitworth
Director, Counseling Service
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Texas Women's University
Russell G. Peckens
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UTAH

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Director
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Utah State University
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University of Utah
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VERMONT

Castleton State College
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VIRGINIA

Emory and Henry College
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WASHINGTON

Central Washington St. College
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Director, Counseling and Testing
Ellensburg, Washington

Eastern Wash. State College
Benard Taylor
Director
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Fort Wright College
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WEST VIRGINIA

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WISCONSIN

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